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Empower a healthier world

HR leaders in the healthcare industry are driving the digital transformation that's desperately needed for their sector. With many exciting technological innovations and new care structures to consider, the future they could build for their people and patients looks exciting and promising. However, before they can advance their vision, they face three major challenges.

1. Fragmented healthcare data

The abundance of health information technology systems, many of which can't talk to each other, has created more manual processes and added to the workload for clinicians and administrators. The redundant activities and inaccessible medical information affect the quality of care provided to patients and result in an inefficient use of financial resources.

2. Labor shortages

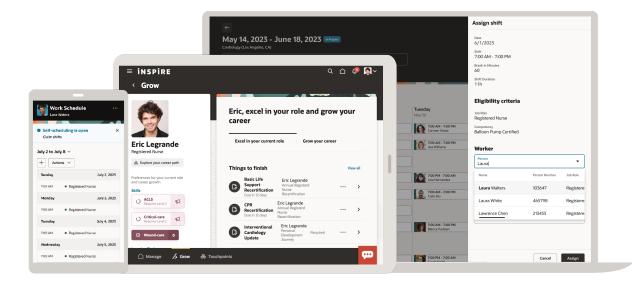
The worker shortage, heightened by the COVID pandemic, has hurt healthcare organizations greatly. Workers are burned-out from long hours, emotional duress, and high-impact decisions. In fact, a Kaiser Family Foundation and Washington Post poll found that about 1 in 3 healthcare workers have considered leaving their profession and about 6 in 10 said pandemic-related stress had harmed their mental health. In addition, doctors and nurses are retiring faster than they're being replaced; finding and attracting skilled healthcare professionals has become increasingly difficult.

3. High-cost administrative workloads

Healthcare organizations are spending huge amounts of time on low-value, manual tasks, including recordkeeping and tracking and reporting tasks and activities. With organizations needing to be agile to provide the best and most cost-effective care, having critical information when you need it is nonnegotiable.

What can organizations do to address these challenges so they can transform their business and empower a healthier world?

Oracle Cloud HCM



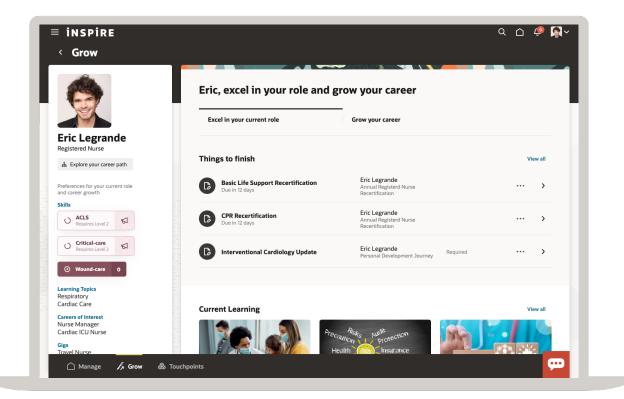
The latest Oracle Cloud HCM innovations help healthcare organizations empower a healthier world by developing talent based on patient care needs, attracting and retaining skilled labor, and unifying healthcare data to deliver patient-centric care.

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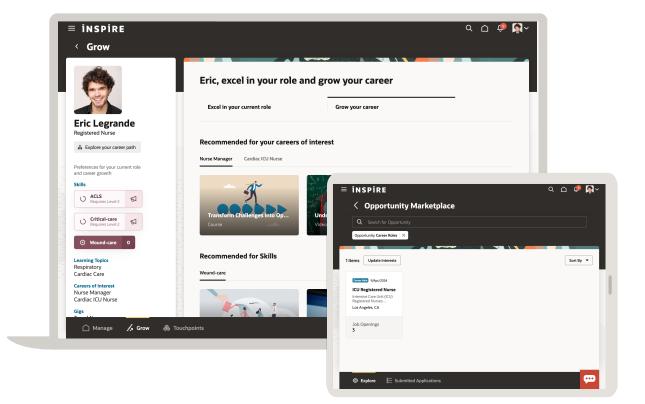
Develop talent based on patient care needs

To meet evolving patient needs, organizations need a holistic approach to patient data and workforce skill development and certifications information. With Oracle Grow, the latest innovation in the Oracle ME employee experience platform, organizations can use connected employee and patient data with Al-powered growth opportunities to develop talent based on care needs. HR and operation leaders can create new role guides that offer recommended skills, resources, and tasks for upskilling and redeploying their people so they can better serve patients faster and with greater detail. In addition, ongoing validation of licenses and certifications in Oracle Fusion Cloud Talent Management helps your people get the required credentials they need and automatically sends certification training when they're about to expire.



With Oracle Cloud HCM, you can

- ✓ Increase your healthcare organization's flexibility by upskilling your workers so they can better serve patients.
- ✓ Provide workers more transparency into how they can grow their healthcare careers with prescriptive role guides defined by the organization.
- ✓ Keep workers skills and qualifications up-to-date by delivering recommended training and continuously validating licenses and certifications with third-party providers.



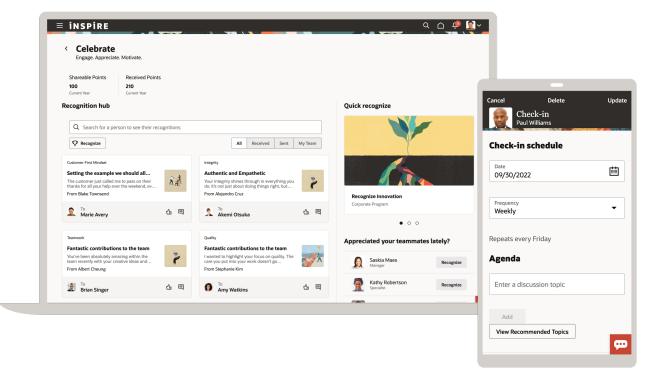
Attract and retain skilled labor

Labor shortages due to worker burnout, an aging workforce, and hiring inefficiencies remain a looming threat to the healthcare sector. With Oracle Workforce Scheduling, HR can provide flexibility for workers via scheduling preferences and availability, self-scheduling and shift swapping, and continuously captured worker sentiment—all in one user experience across devices. To address burnout, support the mental health of clinicians, and help every worker feel valued for their efforts and contributions, organizations can encourage ongoing employee-manager check-ins and drive daily peer recognition through Oracle Fusion Cloud Touchpoints and Oracle Fusion Cloud HCM Celebrate. In addition, Oracle Fusion Cloud Recruiting and Oracle Fusion Cloud Recruiting Booster give healthcare recruiting teams a complete hiring solution for helping them focus on the right initiatives, increase engagement with skilled talent, and decrease time to fill.

	Campaigns			
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Job Requisitions		Campaigns Keywords Show Filters		+ Add
Candidate Search				Sor
Campaigns		Vision Health Salutes Our Veterans (2024) Respond to Request	Status Draft	Work Schedule
Job Offers		We Hire Veteransi (9823) Apply to Job	Status Draft	Self-scheduling is open
🖉 Recruit to Hire		Customer Service (CSR) Apply to Job 1 Applications	1/10 Job Applications	Claim shifts July 2 to July 8 $ \lor $
		Join Our Team of Health Heroes! (374) Apply to Job	Status Draft	+ Actions ~ Sunday July 2,
		ICU Team Expansion (IntensiveCare019) Refer Job 9 Referrals	9/15 Referrals	7:00 AM Registered Nurse Monday July 3,
		Intern Class of Jan 2020 - Jun 2020 (INTJUN2020) Apply to Job	2/200 Job Applications	2.00 AM Registered Nurse Tuesday July 4,
		2 Applications		7.00 AM Registered Nurse

With Oracle Cloud HCM, you can

- ☑ Build and engage skilled talent communities by efficiently sourcing, screening, matching, and hiring in one solution.
- ☑ Increase employee satisfaction by empowering workers with tools to make their own schedules and specify shift preferences.
- Reduce burnout by supporting ongoing sentiment check-ins and driving daily peer recognition.



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Advance patient care through resource optimization

The latest innovations in Oracle Cloud HCM help healthcare leaders move away from low-value, manual tasks and activities and instead leverage connected data and insights in one native cloud solution. Because Oracle Fusion Cloud Workforce Labor Optimization is part of a single cloud platform that extends to HCM, SCM, and ERP, organizations can optimally automate shift creation and the assignments of available people with the right skills to meet expected demand. Oracle Workforce Scheduling skillfully balances business needs, compliance, and the employee experience by connecting data from across the organization in one cloud native scheduling solution. It helps managers quickly and accurately fill shifts by reviewing the best-fit workers based on their availability and skills. To effectively manage budgetary values and adherence to them, Oracle Position Budgeting empowers HR to define a budgetary period and measure activities against these values with precision.

Workforce Schedul						
	on	Profile SUR1		•		
Status All 3 Department All 2 Ph	nase All 4	501(1				
Generate Schedule		Staffi	ng departments			
Period 🗸	Depar	Selected	I Departments logy			
May 8, 2023 to Jun 26, 2023	Cardio		Department Name 🗇	Location	1	
May 8, 2023 to Jun 26, 2023	Cardio		Cardiology	Los Ang	eles, CA	
Mar 26, 2023 to May 7, 2023	Cardio		Cardiology	Sacrame	nto, CA	
Mar 26, 2023 to May 7, 2023	Cardio		General Surgery	Sacrame	ento, CA	
Feb 12, 2023 to Mar 25, 2023	Cardio		Pediatric	Los Ang	eles, CA	
Feb 12, 2023 to Mar 25, 2023	Cardio					
Jan 1, 2023 to Feb 11, 2023	Cardio	Sched	uling periods			
Jan 1, 2023 to Feb 11, 2023	Cardio	Period Jun 27	7, 2023 to Jul 29, 2023	•		
		You car	n only generate a schedule for a period that is not publis	hed		
		Settin	gs			
		How do y	ou want to generate schedules?			
		Gene	erate open shifts and schedules for fixed-t	ime work patterns		

With Oracle Cloud HCM, you can

- Automatically generate schedules that are based on patient acuity and census and adhere to complex union rules.
- ✓ Make it easy for managers to prepare for overflow needs and fill open shifts with holistic, connected HCM, ERP, SCM, and EHR insights.
- ✓ Leverage a complete, unified cloud solution to reduce administrative costs and risks with a real-time view of actual costs versus budgets.

May 14, 2023 - Ju Cardiology (Los Angeles, CA)	ine 10, 2025 200			6/1/2023 Shift		
				7:00 AM - 7:00 PM		
				Break In Minutes 60		
				Shift Duration 11h		
+ < > Job View	v -			Eligibility criteria		
	Sunday May 28	Monday May 29	Tuesday May 30	Job Role Registered Nurse		
Charge Nurse	7:00 AM - 7:00 PM Carmen Strata	7:00 AM - 7:00 PM Carmen Strata	7:00 AM - 7:00 PM Carmen Strata	Competency Balloon Pump Certified		
Registered Nurse	7:00 AM - 7:00 PM Ava Williams	7:00 AM - 7:00 PM Ava Williams	7:00 AM - 7:00 PM Ava Williams	Worker		
	8:00 AM - 4:00 PM Lora Waters	8:00 AM - 4:00 PM Lora Waters		Person Laura		•
	7:00 PM - 7:00 AM Liza Hernandez	7:00 PM - 7:00 AM Liza Hernandez	7:00 PM - 7:00 AM Liza Hernandez	Name	Person Number	Job Role
Licensed Practical Nurse	7:00 AM - 3:00 PM	7:00 AM - 3:00 PM	7:00 AM - 3:00 PM	Laura Walters	103647	Register
	Colin Wu	Colin Wu	Colin Wu	Laura White	465798	Register
	3:00 AM - 11:00 PM Sam Fong	3:00 AM - 11:00 PM Sam Fong		Lawrence Chen	213433	Register
Certified Nursing Assistant	7:00 AM - 7:00 PM Blanca Paulsen	7:00 AM - 7:00 PM Blanca Paulsen	7:00 AM - 7:00 PM Blanca Paulsen			
	7:00 PM - 7:00 AM Michelle Zhang					

Empower a healthier world

A connected cloud solution that brings together HCM, ERP, SCM, and patient data into one platform is the key to healthcare organizations' agility and growth. With this foundation, HR leaders can address current challenges while driving their business's future vision for better worker experiences and patient care. Oracle empowers healthcare organizations to advance health with better information and create people-centric healthcare experiences powered by unified global data.

Learn more



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